

RoomReady Core Values

CARE DEEPLY

Be willing to be **vulnerable, open, and honest** with each other for the good of the team. Care enough to be **fully engaged** in every conversation. **Listen to understand** others not just to build a case to reinforce your point of view. Care enough to be **willing to debate** civilly with each other for the good of all involved, not just yourself. Care deeply enough to **do more than what is expected of you**.



HUSTLE SMART

Be **deliberate** about your actions. You have to **do AND think** versus do OR think. It means to **work as fast as is appropriate**. It means to always be moving in the right direction – the **direction of the goal**. Hustle smart means to **stop, think, plan, and then execute** quickly and efficiently. What is the best way to get a job done? How do I make sure others involved all get to the same goal at the same time? Think about it and then do that. Effort alone isn't enough. Hustle alone isn't enough. Hustle that delivers the intended results is to hustle smart.



USE COMMON SENSE

Solve problems with **simple, practical ideas**. Always take a step back and find the actual problem that needs to be solved not the symptom. Sometimes the actual problem is complicated or something that is outside of your expertise. Your ability to **identify the real problem and to figure out what resources** need to be tapped into to solve it is common sense. That **logical, open-minded** thought process means you use common sense.



OWN IT

Be **eager, ask questions, learn from mistakes, and do what you say you will do**. It is similar to the Nike principle, "You're not done until the job is done." You must take the initiative to **understand what's expected** of you and figure out how to make it happen. **Be excited** about what's possible and **do what it takes** to achieve the end goal. Go the extra mile and own it.



HELP OTHERS

Be **deliberate about helping others** and **always do what's right**. Do I have knowledge or experience that would help someone grow or achieve their goals? It's crazy that when you focus on helping someone else succeed, you usually end up succeeding too. So, pour yourself into other people. This doesn't mean doing things FOR other people and taking on too much work yourself. It means **helping others become stronger and better** themselves by investing in them. It means **believing in them and holding them accountable**. It means **being real** with them while approaching them with **kindness**.



STAY GRATEFUL

See **every situation as an opportunity**. To realize that you're blessed and that in any situation, good or bad, somebody is praying to be where you are right now. You can't control what happens, but you can **control your response**. Stay grateful for the opportunity to **learn when you fail**. Stay grateful for people who care enough to hold you accountable when they point out your mistakes. Stay grateful in everything you do.

